

Jason Nemoy, PHR

25 Dunvale Road #342
Towson, MD 21204
(410) 608-8870

jlnemoy@hotmail.com

<http://www.linkedin.com/in/jasonnemoy>

SUMMARY

Hands-on **Director of Human Resources** with 13 years of broad HR supervisory and leadership experience in the healthcare, hospitality, financial, and non-profit industries. Proven abilities in recruiting, training and staff development, workforce planning, performance management and employee relations. Adept at strategic planning, process improvement, change management, organizational development and cross functional team building. Excellent leadership, relationship building, analytical, coaching and mentoring skills. Additional demonstrated competencies include:

- Rewards & Recognition
- Budget Accountability
- Benefits Administration
- HR Information Systems
- Diversity Initiatives
- Financial and Metrics Reporting
- Best Practices Integration
- Employment Law

EDUCATION

M.S., Human Resources Development, Towson University, Towson, MD (Spring 2010, 1 Course)

B.A., Economics, University of California, Santa Barbara, CA

Professional HR Designation, University of California, Los Angeles, CA

PROFESSIONAL EXPERIENCE

ALLIANCE, INC. Baltimore, MD

(workforce reduction) **8/2008-10/2009**

Director of Recruitment & Retention / Director of Human Resources

Supported the Vice President of HR with the on-going development of the Human Resources department in relation to established goals. Recommended new approaches, processes, and procedures to initiate continual improvements in departmental efficiencies and services performed.

- Directed an effective, comprehensive recruitment and hiring program to include employment branding, sourcing, interviewing, pre-employment assessments and on-boarding practices. Work proactively with Senior Management and Division Heads to ensure recruiting activity meets business demand and the organization's strategic goals.
- Managed the timely and accurate completion of compliance audits/reports including EEO, AAP, Vets 100 and CJIS.
- Participated in the organization's successful HRIS implementation. (Ceridian)
- Participated in conducting training sessions on various HR topics.
- Oversaw the organization's new hire orientation and indoctrination programs.
- Maintained Position Description updating, development and deployment.
- Oversaw the organization's rewards and recognition program.
- Participated on committees and special projects assigned by the Vice President of Human Resources.
- Supported the benefit renewal process, including program design, open enrollment and benefits communication.

J.J. Haines & Company, Inc., Glen Burnie, MD
Corporate Recruiting & Training Manager

2005 - 2008

Strong leadership role in the assessment, design and development of newly created recruitment and training functions for the largest flooring covering distributor in the United States, comprising of 475+ employees and \$400mm in annual revenues.

- Developed recruitment strategy to include Internet, print advertising, web-based networking, outside agencies and referral programs. 37% reduction in cost per hire in 3-year period.
- Developed comprehensive training function to include Web-based Software Training, in-house corporate training and orientation programs, and off-site general skills training for Managers. Support Executive-level development.
- Managed functions to support turnover decrease from 23.5% to 14.5% in 3-year period
- Developed multi-faceted database to track and report training and development activities.
- Assist with monthly "HR Dashboard" to measure and track all hiring, turnover and headcount statistics.
- Revised and deployed corporate rewards and recognition programs to support organizational strategies and further strengthen the company's Employer of Choice philosophy.

Woodhaven Health Services, Baltimore, MD
Director of Human Resources

2004 - 2005

Developed and oversaw a broad range of human resource functions including employee relations, safety and worker's compensation, policy and compliance, recruiting, performance management, benefits and compensation. Successfully implemented a HRIS conversion.

California Pizza Kitchen, Inc., Los Angeles, CA

1998 - 2003

Assistant Manager HR / Senior Manager of Recruiting

1991 - 1995

Successfully led a four-member recruitment department for a 150-unit national restaurant chain with annual sales of \$600 mm and 10,000 employees. Repeatedly acknowledged as an industry leading organization for best practices in recruitment and retention.

Famiglia Toscana, Inc., Los Angeles, CA
Manager of Recruiting & Training

1995 - 1998

Developed and oversaw all recruiting and training programs for hourly and management staff during 100% company growth stage, supporting decrease in hourly turnover from 110% to 64% and management turnover from 60% to 15%.

PROFESSIONAL AFFILIATIONS

Professional in Human Resources Certification (PHR)
Member, Society of Human Resources Management
Member, Chesapeake Human Resources Association

TECHNICAL SKILLS

Ceridian, ADP, BalanceAAP, Survey Monkey, Word, Excel, PowerPoint, Outlook, Lotus Notes, IntelliRisk

VOLUNTEER

Pro-bono HR Consulting with Goodwill Industries of the Chesapeake (Current)